



HUMAN RESOURCE MANAGEMENT AND INDUSTRIAL RELATIONS

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*Human Resource Management
and Industrial Relations*
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Written in accordance with the syllabus of BBA and MBA program of the public and private universities of Bangladesh; four-year B.B.A. (Hons.) program of National University; BCS and ICMA.

Human Resource Management And Industrial Relations

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Dedicated to
Our Great Teacher
Late Professor M. Habibullah

PREFACE TO THIRD EDITION

It is by the grace of the Almighty Allah that we have become successful to bring out the current edition of this book in order to meet the growing needs of the learners-students, teachers, professional managers and general readers.

With the growing recognition of the importance of *Human Resource Management* (HRM) in the context of modern managerial complexities, the Universities all over the world have been offering courses in this area of business education.

Since the publication of its first edition in 2007 the book has been in good demand throughout the country but there has been increasing pressures from the side of the colleagues to make it more comprehensive in scope so that the syllabus of most of the universities of the country is covered. This prompted the author to add some chapters under the second part of the book titled, "*Industrial Relations*" in the second edition in 2008.

In the current edition, three new chapters titled, "Comparative Industrial Relations", "Employee Grievances", "May Day and its Impact." have been added. Now, if the book proves useful to all those for whom it is written, we will feel our efforts as worthwhile.

Dr. M.A. Taher, Professor and Chairman of the Department of Management Studies, Chittagong University has participated as co-author in this edition. We received ideas, information and suggestions from many friends and authorities, for which we will remain ever grateful to them.

Dr. Abdul Awal Khan
Dr. M.A. Taher

PREFACE TO FIRST EDITION

With the blessings of Almighty Allah, this book titled *Human Resource Management* has ultimately found the light of the day. My respected teacher, late Professor *M. Habibullah* inspired me to write a text book on this topic and he also contributed his ideas and view-points, both oral and written, as tokens of inspiration to me for taking the initiative. His sad demise on December 7, 2004 discouraged me so much that I left the idea of preparing the manuscript in its proper form. A few months after I felt it a necessity to restart the effort as a mark of deep respect towards the wishes of my great teacher.

Our aim was to do the work jointly in such a way as to ensure its required quality and acceptability to the readers in general and students in particular. But perhaps Allah, the almighty did not like to allow it happen so.

I could not make enough time to develop the manuscript in its expected form. However, some research works, published articles and standard text books have been extensively studied and used for the purpose.

There is a plan to improve the book considerably in its next edition and for that matter constructive suggestions from the respected colleagues and general readers are welcome. Relevant examples and also proper case studies from our context will be incorporated in each and every chapter.

We will feel rewarded if the students, for whom the book is meant primarily, find it useful.

Abir Publications authority has done a real good job by taking steps to publish the book at a time when there is a severe scarcity of printing materials including paper as also several other universal disincentives to publish text books such as fear of piracy by unscrupulous persons.

May Allah bless us all!

Abdul Awal Khan